

# HUMILITY

## A sign of weakness?

### **Humility- A weak leadership behavior?**

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*Humility is usually associated with “weak”, meek behavior and seems unbecoming a leader. This stereotype, however, stands on shaky ground. Jim Collins, a prominent business consultant, discovered in his book “Good to Great” that Level 5 leaders — the top tier — all share this trait.*

There is more detailed evidence to support his finding. For example, a fairly recent study showed that embracing humility positively impacts ‘self-awareness, self-management, social awareness, and relationship management’.

Hypothetically, it can also buffer the wear-and-tear of social relationships and prevent a decline in health. Within reason, humility can do wonders for your performance as a leader. Alas, just like with overconfidence, too much of that may imprint a destructive mindset. Only this time, it would be neverending self-deprecation.

For one reason or another, low self-esteem and its symptoms are covered more extensively than those of low confidence.

#### **But in general, research and psychological copy texts point at:**

1. Withdrawal from acting and planning
2. Seeking continuous approval
3. Defensiveness or unstable reactions
4. Non-verbal signs (inability to maintain eye contact, unfitting upward voice inflections — as if a person was asking something)

5. Unnecessary apologies or excuses

6. Struggle to 'steal the spotlight'

Extreme humility shifts one's focus, and with it — much effort and energy, onto others' opinions.

Just like with overconfidence, the human ego is again at play. In a way, this is a positive thing, as it can be used as a starting point regardless of where your confidence leans.

**What else can you do to fix this imbalance?**

Yours gratefully

Gerald



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